PREVENTION OF SEXUAL HARASSMENT; ARMY VALUES

Supported by Army Values

SFC Jones, GPRMC EO Advisor

OVERVIEW

- Definition: Sexual Harassment
- Definition: Values

Army Policy on Sexual Harassment

- "…Sexual harassment is unacceptable and ***will not be tolerated***.

- Army ***leadership at all levels*** will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity

Definition of Sexual Harassment

A form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when-

- A person’s job, pay or career placed at risk
- An employee’s employment or career placed in jeopardy
- It creates an intimidating, hostile, or offensive work environment

Effects of Sexual Harassment

- Breaks down the ability to work effectively as a team
- Represents lack of discipline
- Is unprofessional and inappropriate behavior
- Degrades readiness
- Contradicts the Army Values

Sexual Harassment

- ***Destroys*** teamwork and negatively affects combat readiness

Types of Sexual Harassment

- Quid Pro Quo- “this for that”
  - Conditions placed on a person’s career in return for sexual favors
- Hostile environment
  - Soldiers or civilians subjected to offensive, unwanted, and unsolicited comments or behaviors of a sexual nature and these behaviors interfere with work performance

Sexual Harassment Behaviors

- **Verbal**
  - **Jokes, sexually explicit profanity, describing physical appearance, terms of endearment**
- **Nonverbal**
  - **Staring, licking lips suggestively**
  - **Displaying sexually explicit pictures or screen savers**
  - **Sexually oriented e-mail, notes, printed material, etc.**
- **Physical**
  - **Touching, patting, pinching; blocking passage**

Sexual Harassment Checklist

1. Is the behavior sexual in nature?
2. Is the behavior unwelcome?
3. Have sexual favors been demanded, requested, or suggested?
4. Does the behavior create a hostile or offensive environment?
5. Would a reasonable person of your gender react the same way as you to this incident or behavior?

Five Response Strategies

1. Direct approach
2. Indirect approach
3. Third party assistance
4. Chain of Command
5. File a formal complaint

EO Complaint Process

- Confront the offender
- Inform appropriate officials
- Advise chain of command
- Submit only legitimate complaints

VALUE SYSTEM

- A SET OF VALUES ADOPTED BY AN INDIVIDUAL OR SOCIETY

INFLUENCE BEHAVIORS OF THE INDIVIDUAL OR MEMBERS OF THE SOCIETY OFTEN WITHOUT THE CONSCIOUS AWARENESS OF THE MEMBERS OF THAT SOCIETY

VALUES

something important in our existence

a type of belief

centrally located in our self concept

how one should or should not behave

Army Values

LOYALTY	**Bond based on legitimate obligation**
DUTY	**Fulfill obligations as a Soldier**
RESPECT	**Treat people as they should be treated Legally and Morally**

Army Values

SELFLESS SERVICE	Service before Self
HONOR	Moral virtue or State of Character
INTEGRITY	Your private moral code

Army Values

Army vs. Sexual Harassment

- **Army Values**
- **Warrior Ethos**
  - Mission first
  - Never accept
  - defeat; never quit
  - Never leave a
  - fallen comrade
- **Soldier's Creed**

Sexual Harassment

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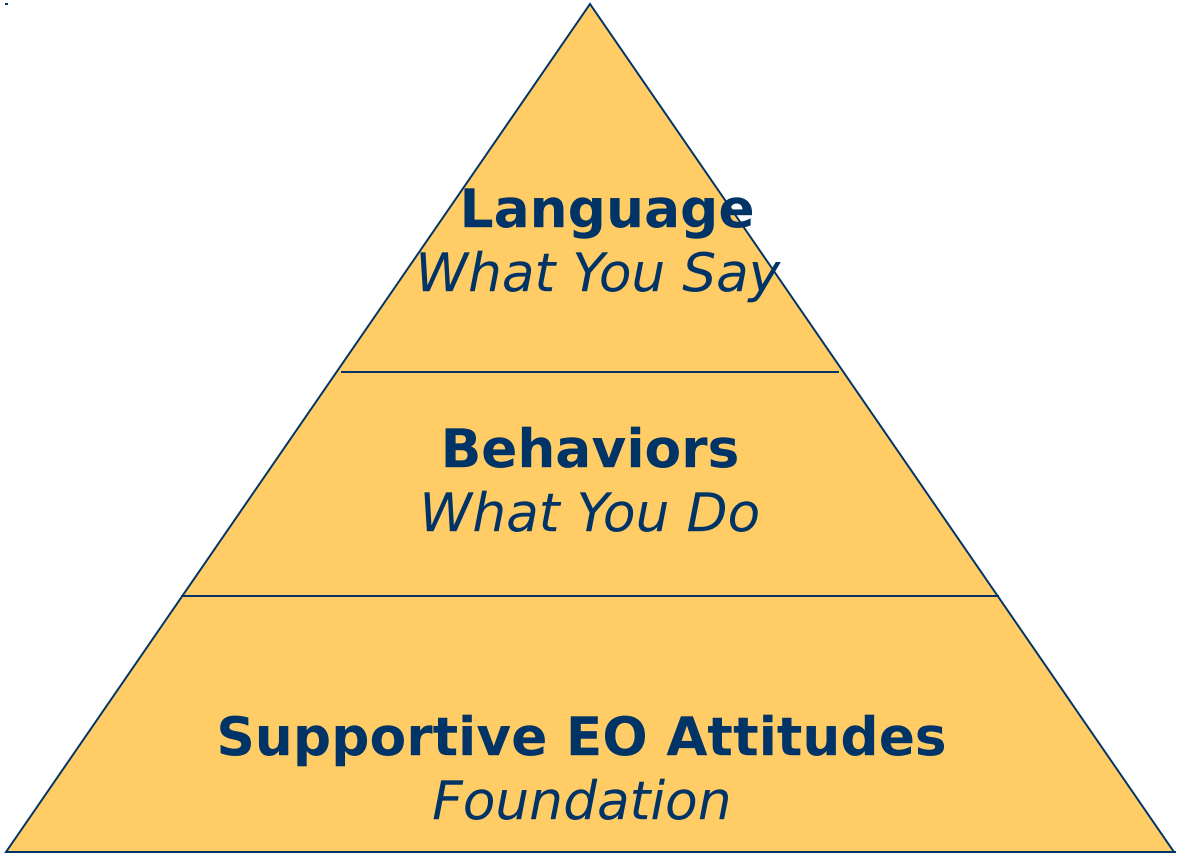
Supporting Sexual Harassment Policy



Conclusion

- **There are three behaviors associated with Sexual Harassment; verbal, nonverbal, and physical**
- **The Checklist can assist Soldiers in identifying Sexual Harassment in real life situations**
- **There are five response strategies available to deal with Sexual Harassment**
- **Leaders are responsible for helping Soldiers decide how to respond to Sexual Harassment**

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